



Administrative Progress Report (APR) February 2006

To: POST Commissioners and Advisory Committee

From: KENNETH J. O'BRIEN
Executive Director

The APR is a monthly status report intended to inform POST Commissioners and law enforcement officials of recent progress on POST projects and instructional programs currently under development, and other information of interest relating to POST.

TERRORISM LIAISON OFFICER (TLO) COURSE APPROVED BY THE DEPARTMENT OF HOMELAND SECURITY

The *Terrorism Liaison Officer (TLO)* course is a 40-hour course that is designed to develop a trained cadre of law enforcement officers who will serve as the primary contact for terrorism information management in every law enforcement agency in California.

The TLO will be trained to work with the community, other governmental agencies, and the private sector in a collaborative effort to gather information that will be forwarded to the designated intelligence operation. The TLO is also the designated recipient of information and intelligence. The TLOs will assist their agency in the ongoing preparation, coordination, and training necessary to maintain an effective law enforcement intelligence role in homeland security.

The Department of Homeland Security, Office of Grants and Training (G&T), has reviewed the instructional materials and curriculum to insure that they are congruent with the standards and guidelines of the assessment and approval process. The G&T approved the course on February 23, 2006. Agencies may use their federal homeland security grant funds to pay the training costs for this course.

Questions about the Terrorism Liaison Officer course may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

RESULTS OF POST STRATEGIC PLAN UPDATE SYMPOSIUM

The February 21-22, 2006, Strategic Plan Update Symposium, held in San Diego, was successful in accomplishing its two objectives: 1) Assess POST's services and programs and 2) Update POST's Strategic Plan. The Symposium was attended by over 80 of POST's clients and partners.

The first day was devoted to a review of POST's services, resulting in universal support with no concerns or issues. The second day was devoted to updating the Strategic Plan. Fourteen of the recommended carry-over objectives were supported for continuation. Twenty-two new objectives are recommended for addition to the plan.

This proposed plan will be reviewed by the Long Range Planning Committee in March and the POST Advisory Committee in April prior to consideration by the Commission.

Questions about the Strategic Plan Update Symposium may be directed to Assistant Executive Director Hal Snow, Executive Office, at (916) 227-2807 or by email at Hal.Snow@post.ca.gov.

BUDGET CHANGE PROPOSALS REJECTED

At its January meeting, the Commission directed staff to develop two Budget Change Proposals (BCPs), using up to \$10 million in reserve funds, for one-time costs associated with simulator replacement and maintenance, and counter-terrorism training. Staff submitted the two BCPs (\$6.87 million - simulators; \$3 million - terrorism-related training) on February 14, 2006.

On February 22, 2006, the Department of Finance rejected both BCPs because they do not believe either request meets the "critical importance" criteria set forth in Budget Letters 06-01 and 06-02. The Department of Finance requested that POST resubmit these BCPs during the 2007/2008 budget process.

Questions about the rejected Budget Change Proposals may be directed to Bureau Chief Tom Liddicoat, Administrative Services Bureau, at (916) 227-3928 or by email at Tom.Liddicoat@post.ca.gov.

ADDITIONAL LAW ENFORCEMENT RESPONSE TO TERRORISM (LERT) INSTRUCTOR COURSES SCHEDULED

Two additional presentations of the 32-hour *Law Enforcement Response to Terrorism (LERT) Instructor* courses were scheduled to comply with the requirements of SB 1350. Successful completion of the instructor course is required prior to presenting the 8-hour awareness course.

The first presentation is scheduled for March 28-31, 2006, at the San Bernardino County Sheriff's Department. The second presentation is scheduled for May 2006 in Monterey County. Each presentation is limited to 28 students.

Information about the presentations and how to register for the course can be obtained from the POST homepage at www.post.ca.gov or by contacting Associate Governmental Program Analyst Kathy Hobson, Management Counseling Services Bureau, at (916) 227-3911 or by email at Kathy.Hobson@post.ca.gov.

DETECTIVE JOB ANALYSIS REQUEST FOR QUOTE DISTRIBUTED TO CMAS VENDORS

A study on the feasibility of adopting a blended learning approach for the Institute of Criminal Investigation (ICI) Core course pointed to the need for an in-depth job analysis of the detective position, prior to pursuing implementation of any of the study's recommendations. The study illuminated the fact that course content might not be addressing the complete array of skills and knowledge required for optimal performance of the investigative function.

There has not been a comprehensive analysis of detective duties since the introduction of the Core course more than 15 years ago. The job analysis is supported by a group of detective subject matter experts (SMEs) polled in the wake of the feasibility study's findings. The SMEs unanimously agreed that the scope of duties performed by detectives is becoming increasingly complex. A job analysis conducted by the State of California also would be highly instructive nationally, given a recent call by the U.S. Department of Justice for research on the rapidly changing investigative process.

Given the lack of internal resources, it is necessary to contract with an outside entity to perform the job analysis. A Request for Quote (RFQ) was distributed to several California Multiple Award Schedules (CMAS) contractors in February. The CMAS contractors have received endorsement by the Department of General Services for providing services at prices assessed as being fair, reasonable, and competitive.

The goals of the job analysis project include the following:

- To define the job of a detective.
- To identify the tasks that comprise the job of detective in California.
- To describe the conditions and environment in which detectives work.
- To identify the knowledge, skills, and abilities officers possess when they enter a detective assignment.
- To determine the knowledge, skills, and abilities required to be a successful detective.
- To identify the cognitive process involved in decision-making.
- To create a model that represents the investigative process.
- To identify media assets currently used in law enforcement training that are available for repurposing for a revised training program.
- To create a plan for modifying the existing course to a blended model, as warranted.

It is anticipated a CMAS vendor will be selected in March and that work will commence after a contract is signed. This comprehensive job analysis project will be completed within a year of its undertaking.

Questions regarding the Detective Job Analysis, or the ICI Program, may be directed to Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or by email at Mike.Hooper@post.ca.gov.

OFFICE OF EMERGENCY SERVICES (OES) TRAINING AND EXERCISE COMMITTEE MEETS TO FINALIZE NIMS RECOMMENDATIONS

The Governor's Office of Emergency Services (OES) has several committees working on developing the statewide implementation strategy and plan for the integration of the Standardized Emergency Management System (SEMS) with the federal National Incident Management System (NIMS). The OES was tasked by Governor Schwarzenegger as the lead agency to develop the plan. POST Special Consultant Ken Whitman has been a member of the Training and Exercise Specialist Committee that has been developing a series of recommendations related to training and exercises. The committee members represent many public safety disciplines at both the state and local levels.

The committee has finalized recommendations on required training and will be working on developing exercise and instructor credentialing recommendations. The training recommendations will be presented to the SEMS Advisory Board on April 26, 2006. A training matrix has been developed which clearly identifies the level of training required by both federal and state regulations by level of response personnel. The matrix identifies all required training for FY 2006 and FY 2007.

When the SEMS Advisory Board approves the proposed implementation strategy and the statewide training requirements, they will be distributed to the field. The recommended training follows the federal requirements for NIMS while maintaining the principles from SEMS that are required by California statute. Statewide compliance to the federal NIMS mandate is required by October 1, 2006.

Questions about SEMS and NIMS may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

CALIFORNIA HIGHWAY PATROL ACADEMY INSTRUCTORS CERTIFIED

The California Highway Patrol (CHP) Academy in West Sacramento became the first "State" agency-based academy to meet the certification and recognition standards of the POST Academy Instructor Certificate Program (AICP). The CHP has trained and certified over 90% of their Regular Basic Academy Course instructors under the AICP. The AICP certification is achieved through completion of a specified academy instructor certification course, a competency verification of the instructor's ability to teach, and demonstrated knowledge in the instructional topics or learning domains.

The CHP academy instructors and staff, Captain Troy Abney, Officer Dan Kirkpatrick, and the CHP leadership, are commended for reaching another milestone of excellence in the CHP's history. Congratulations are extended to the leadership of the CHP academy staff and instructors. The CHP joins the San Francisco Police Department Academy, the Oakland Police Academy, and Napa Valley College in achieving this distinction.

Questions about participating in the Academy Instructor Certification Program may be directed to Senior Law Enforcement Consultant Michael Gomez, Training Program Services Bureau, at (916) 227-3902 or by email at Michael.Gomez@post.ca.gov.

COMPUTER SERVICES CHIEF SHARES IN AWARD

On February 15, 2006, POST's Computer Services Bureau Chief Mitch Coppin, along with four other State management level officers, received the Organizational Collaboration Award for efforts leading to the development of a statewide Associate Programmer Analyst Examination. The award, presented by the State Chief Information Officers (CIO) Academy, recognizes State Information Technology (IT) professionals that partner either internally or with private sector entities to develop useable IT products or solutions to problems. The award was presented at the conclusion of this year's Government Technology Conference at the Sacramento Sheraton Hotel.

Mitch's co-recipients were: Mike Auman (Department of Finance), Daisy McKenzie (State Personnel Board), K.C. Groupe (State Personnel Board), and Gigi Smith (Department of Rehabilitation). The team was nominated by Davood Ghods, Chief Information Officer for the Department of Consumer Affairs.

The award-winning project was the first statewide, open IT examination conducted in more than four years. To fund the exam, the team secured over \$80,000 in support from 25 user departments that would benefit from the development of a statewide eligibility list. This project obviated the need for each of the 25 client agencies to develop and administer their own examinations.

Since the project's completion, over 800 persons have passed the examination and become eligible for employment by 160 different State agencies. POST recently offered employment to one individual who passed the examination.

Congratulations, Mitch and all other award recipients, on a job well done.

PURSUIT POLICY TRAINING AND GUIDELINES UPDATE BEGINS

POST staff has begun work on the legislative mandates that result from the enactment of SB 719 (Romero) - Police Pursuits. The work will include developing training and revising POST'S *California Law Enforcement Vehicle Pursuit Guidelines (1995)*. The bill includes vehicular pursuit penalty enhancements, education initiatives, and reporting and recordkeeping requirements. It requires law enforcement agencies to review their agency pursuit policies annually with their officers. This element of the bill provides qualified immunity from liability to agencies that comply with the requirements of SB 719. Beginning July 1, 2007, agencies authorized to engage in vehicle pursuits will be required to incorporate all elements of the POST vehicle pursuit guidelines into their policy.

A subject matter expert group convened in February to review the legislation, review existing POST publications and training, and establish a time line and parameters for the completed work product.

Questions about the committee, or the training and policy aspects of SB 719, may be directed to Law Enforcement Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-4887 or by email at Bryon.Gustafson@post.ca.gov.

2006 RECRUITER SEMINAR PLANNING BEGINS

Planning for the 2006 Recruiter Seminar is in progress. The purpose of the seminar is to provide recruiters with best practices information to develop effective recruiting skills. Recruiting is a high priority among California Law Enforcement agencies. Plenary sessions and workshops will feature experts and/or agency representatives who are using progressive practices. Examples of topics to be addressed include:

- Getting the Most Out of a Career Fair
- Diversity Recruitment
- Tips for Recruiting on the Internet
- Making an Effective Recruitment Presentation
- Developing a Recruitment Video

Questions about the 2006 Recruitment Symposium or suggestions for speakers may be directed to Special Consultant Merle Switzer, Training Program Services Bureau, at (916) 227-4861 or by email at Merle.Switzer@post.ca.gov.

TACTICAL DRIVING TELECOURSE PRODUCED

The California POST Television Network (CPTN) is completing a new Telecourse program that focuses on driver training from a tactical standpoint. Titled *Tactical Driving for Law Enforcement*, the two-hour video will present the best possible tactics for confronting today's inattentive drivers and will include topics of: improving driving skills; tactical approaches to emergency and non-emergency driving; physiological/psychological factors; legal responsibilities; radio communications; use of emergency equipment; driving distractions; and vehicle dynamics.

The Telecourse DVD will offer several scenarios that highlight the training topics. This video will assist law enforcement agencies to meet the recurring legislative training mandate to train officers on department pursuit driving policies. The *Tactical Driving for Law Enforcement* Telecourse is tentatively scheduled for release in late summer 2006.

For more information, contact Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or by email at Jody.Buna@post.ca.gov.

RIO HONDO COLLEGE LAW ENFORCEMENT ACADEMY CLASS 177 GRADUATES

Rio Hondo College honored the graduates of Class 177 from the Basic Law Enforcement Academy on February 16, 2006. Agencies represented included Alhambra, California State University-Fullerton, Covina, Downey, Huntington Park, Irvine, Los Angeles County, Los Angeles Department of Water and Power, Los Angeles Unified School District, Los Angeles World Airport, Ontario Airport, South Gate, Tustin, and University of Southern California Police Departments. Many of the pre-service graduates are in the background process with interested agencies.

The graduation was held at the San Gabriel Civic Auditorium. Chief James Hudson, of the Alhambra Police Department, was the keynote speaker as friends, family members, various police department representatives, and POST staff congratulated the recruit's accomplishments and showed support for their chosen careers. Special recognition was given to graduating recruits who excelled in academics, firearms, and physical training.

Questions about the Rio Hondo College Basic Law Enforcement Academy graduation may be directed to Senior Consultant Gregory Murphy, Training Delivery and Compliance Services Bureau, at (916) 227-4414 or by email at Gregory.Murphy@post.ca.gov.

OFFICE OF HOMELAND SECURITY (OHS) FUNDS ADDITIONAL PRESENTATIONS OF THE TERRORISM LIAISON OFFICER (TLO) COURSE

The Governor's Office of Homeland Security (OHS) has agreed to fund four additional presentations of the *Terrorism Liaison Officer (TLO)* course. The course presentations will be scheduled in each of the four Regional Terrorism Threat Assessment Center (RTTAC) areas. To date, approximately 182 public safety personnel have been trained using this course.

Once the course dates and locations have been finalized, the information will be placed on the POST homepage at www.post.ca.gov. The course is approved by the federal Office of Grants and Training (G&T) and is POST-certified. Agencies must use federal homeland security grant funds to pay for travel, lodging, and per diem. All other presentation costs are being funded by POST and the OHS.

Questions about the TLO course may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

INSTRUCTOR STANDARDS ADVISORY COUNCIL CONVENED

The POST Instructor Standards Advisory Council (ISAC) met on February 16, 2006, to plan for, and review, progress made in implementing instructor standards. The ISAC was pleased the Commission acted to make the Academy Instructor Certificate Program (AICP) mandatory, effective July 1, 2007. Ideas for streamlining the present voluntary AICP were discussed including updating the initial Academy Instructor Certification Course, developing training opportunities for recertification of academy instructors, and extending POST's Internet instructor tracking system to all academies.

The ISAC recommended that a plan be developed for extending the AICP to all other in-service instructors on a voluntary basis. There was also agreement that the action of the Commission should be interpreted as requiring that instructors of Regular Basic Course Modules I and II must comply with the AICP requirements.

Questions about the ISAC's activities may be directed to Senior Law Enforcement Consultant Michael Gomez, Training Program Services Bureau, at (916) 227-3902 or by email at Michael.Gomez@post.ca.gov.

CALENDAR OF EVENTS ON THE POST WEBSITE

Due to security concerns, the POST Calendar of Events is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel that is accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page. The POST Website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

Bills with a Commission position:

<http://www.post.ca.gov/about/legislation/position.doc>

STATUS OF LEGISLATION ON WHICH THE COMMISSION HAS TAKEN A POSITION

The following are bills on which the Commission has taken a position. It reflects the status of Legislature for the second half of the 2005-06 Session. Other bills of interest to law enforcement stakeholders may be viewed at <http://www.post.ca.gov/about/legislation.asp>.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 41</u> (Yee)	Human Trafficking: This bill would establish the crime of trafficking persons for forced labor or services and the crime of trafficking of a minor for sexual servitude. It would provide for forfeiture of items used in the commission of trafficking offenses. <i>Amended to Address Contempt only</i> Commission Position: <i>Neutral</i> – no longer applies to POST	ASM Died (1-31-06)
<u>SB 57</u> (Alarcon)	Fines and Penalties: This bill would increase the authority of county boards of supervisors to levy additional penalty assessment on fines for criminal offenses and other specified offenses. It would authorize counties to expend 15% of the funds collected in this manner to be used to fund equipment and reimburse trauma care facilities that provide pediatric trauma care. Ten percent of the funds collected would go to county administration costs, and the remaining 75% would be allocated to the existing Maddy Emergency Medical Services Fund. Commission Position: <i>Oppose</i>	Vetoed (10-07-05)
<u>AB 542</u> (Huff)	Commission on Peace Officer Standards and Training: This bill would require POST to permit law enforcement volunteers who have the approval of their chief of police or sheriff for which the volunteers intend to perform services, to attend any training course which the Commission provides. It would require POST to establish minimum training standards, develop initial and refresher training, and establish a certification program for volunteers. Commission Position: <i>Oppose unless amended</i>	ASM Died (1-10-06)
<u>SB 986</u> (Escutia)	Consumer Credit Reports: Employment Purposes: This bill would substantially curtail the use of consumer credit reports and financial history information for employment purposes, including law enforcement background investigations. Commission Position: <i>Oppose unless amended</i>	Senate Died (1-31-06)
<u>SB 1237</u> (Leno)	Taser: This bill would require every law enforcement agency to report to the Department of Justice (DOJ) specified information about each use of a taser. It would require the DOJ and the Department of Health Services to prepare reports to the Legislature, as specified, by July 1, 2007. <i>No longer requires POST to certify taser training.</i> Commission Position: <i>Neutral</i>	ASM Died (1-31-06)

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 1657</u> (Evans)	Child Victims: Child Advocacy Centers: This bill would establish funding for child advocacy centers from the State Penalty Fund and would also increase the percentage of distribution of the State Penalty Fund to the Peace Officers' Training Fund and the Victim-Witness Fund by reducing the percentage distributed to the Driver Training Fund. <i>Commission Position: Neutral</i>	ASM Died (1-31-06)
<u>AB 1942</u> (Nava)	Arrest of Caretaker Parents or Guardians of Minors: This bill would require POST to develop guidelines and training for use by state and local law enforcement officers to address issues related to child safety when a caretaker parent or guardian is arrested. It would express Legislative intent regarding the development of protocols by law enforcement and other entities pertaining to arrested caretaker parents or guardians of minors to ensure the safety and well-being of affected minors. <i>Commission Position: To be sought April 27, 2006</i>	ASM Public Safety Comm. (3-7-06)